

Task Force on Professional Levels and Competencies [PLC Task Force]

October 20-21, 2009

Johnston AEA and Living History Farms

Johnston and West Des Moines, IA

Decisions

- Decided to conform to the newly issued NAEYC 2009 Professional Development Position Statement and develop core competencies for each of the *six* (versus five) professional development standards.
- Agreed to:
 - Include a statement regarding the importance of responsiveness to diversity as a core value in the introduction to the task force final report and underscore its reference to *each and every child*;
 - Rely on the description of diversity found in the introduction to NAEYC's 2009 Professional Development Position Statement;
 - Use the term "each and every child," "each child," "every child," or "all children" as appropriate throughout the core competencies; and
 - Include the NAEYC definition of cultural competency from its 2005 Position Statement on Cultural and Linguistic Diversity in the PLC Task Force Glossary.
- Re-affirmed:
 - Three performance levels for assistant teachers as well as teachers; and
 - The futuristic orientation of the task force's work.
- Approved a finite set of verbs for use in the core competencies and inclusion of their definitions in the task force's final report as recommended by the task force Steering Committee.
- Approved initial drafts of four 'next steps' recommendations to accompany the recommended teaching staff performance levels and core competencies.

Meeting Notes

Opening Remarks – Penny Milburn, Consultant, Iowa Department of Education

Penny welcomed everyone and thanked them for their hard work and noted, in particular, the work completed by members prior to today's meeting. She noted that the final Task Force meeting will be held from 1:00 – 4:00 p.m. on November 3, 2009. Following the meeting, a celebratory reception will be hosted at Penny's home.

Agenda Review – Stacie Goffin, PLC Task Force Facilitator

Stacie reviewed the day and a half agenda, highlighting its ambitiousness. She underscored that this would be the final "work" meeting, and that the half-day meeting on November 3 will be for the purpose of providing a final review and approval of the task force's recommendations to the Iowa Department of Education.

Review of Input from Stakeholder Input Sessions

Stacie reviewed the input from stakeholders, highlighting comments that were mentioned across several meetings. She noted the suggestion to change the word “core” competencies to “essential” competencies, which will be addressed at the final meeting on November 3.

In light of feedback received, members discussed their recommendation of three performance levels for assistant teachers. Based on the limited comments received in this regard, members re-affirmed the three performance levels for assistant teachers. They also reiterated the futuristic orientation of this work, stressing that these competencies are being developed with the future of the field in mind.

NAEYC 2009 Position Statement on Professional Development

Stacie made Task Force members aware of the recent changes in the NAEYC professional development standards. Standard 4 has been divided into two standards: one focusing on early childhood education pedagogy, and the other focusing on early childhood education content, creating a total of six professional development standards. Members made the decision to follow NAEYC’s new professional development position statement and develop core competencies for each of the *six* professional standards (as opposed to the previous five standards). The Standard 4 work group agreed to convene before the next meeting to complete the revisions necessary to accommodate this change.

Recommendation for Addressing Issues of Diversity & Cultural Competence

Stakeholder input stressed the need for the draft core competencies to further address diversity issues. In light of this input, the PLC Task Force members agreed to:

- Include a statement regarding the importance of responsiveness to diversity as a core value in the introduction to the task force final report and underscore its reference to *each and every child*;
- Rely on the description of diversity found in the introduction to NAEYC’s 2009 Professional Development Position Statement;
- Use the term “each and every child,” “each child,” “every child,” or “all children” as appropriate throughout the core competencies; and
- Include the NAEYC definition of cultural competency from its 2005 Position Statement on Cultural and Linguistic Diversity in the PLC Task Force Glossary.

Verb Usage across Performance Levels and Teaching Roles– Sue Hegland, on behalf of the PLC Task Force Steering Committee

Members reviewed the verbs and definitions presented by Sue Hegland in consultation with the Task Force Steering Committee. This document contained definitions for each verb used in the draft core competencies document, proposed replacement verbs for verbs considered too subjective, and proposed the inclusion of “coordinate.” Members approved the recommended verbs and definitions.

Next Step Recommendations

In self-organized groups and as a whole, members analyzed and further developed ‘next steps’ recommendations to accompany the core competencies. Initial drafts of four recommendations were approved and will be finalized at the final task force meeting on November 3.

Refining Core Competencies for Teaching Staff by Performance Level, Role, and Age Cohort

Task Force members divided into three groups to finalize the core competencies based on stakeholder input. Members used stakeholder input, the task force’s operational definitions for performance levels, and the approved verbs to guide their revisions.

Upon completion of this work, individually and as a group, members reviewed a new draft of the core competencies and made changes in preparation for final approval at the next meeting.

Next Steps – Stacie Goffin, PLC Task Force Facilitator

Stacie reminded members of the concluding meeting date and time; at this meeting members will review and complete their recommendations for final approval.

Adjournment

The PLC Task Force meeting adjourned at 4:08 p.m.